



As a nurse, I provide the best, personalized care to our Nation's heroes.

VHA NURSING

VA



U.S. Department of Veterans Affairs

Veterans Health Administration



[VAcareers.va.gov](https://www.va.gov/vacareers)



United by passion. Fueled by purpose.

The Department of Veterans Affairs (VA) is the largest, most technologically advanced health care system in the United States. We've grown from 54 domestic hospitals in 1930, to over 1,200 VA health care facilities across the U.S., its territories and possessions, and the Philippines. We strive to provide a professional, supportive environment where our patients—and you—can thrive.

When you join us, you'll receive a robust compensation package—competitive salaries, first-rate employment benefits, extensive education support, tuition reimbursement programs, nationwide job transfer opportunities, generous paid leave, and a variety of programs to help guide your professional growth and advancement.

But VA also has something that no other health care system can offer: the opportunity to serve our Nation's Veterans.

Did you know? VHA...

Provides clinical rotations to one out of every four professional nurses in the U.S. through affiliations with nursing schools





Giving the best patient care.

When you work for VA, you expand your options as a nurse. Our nurses are part of the interdisciplinary care team that includes physicians, therapists, and other health care specialists who decide the best course of care in both inpatient and outpatient settings. From staff and clinical careers to management, education, and research positions, VA offers our nurses a wider range of employment/practice settings and advancement opportunities, as well as the chance to work with the largest employer of nurses in the U.S.

Simply put, a nursing career within the VA health care system will allow you to make the most of your training and experience.

VA nurses have the opportunity to work in the following areas:

- Informatics
- Administration
- Research
- Education
- Teaching
- Health systems management
- Acute care medicine/surgery
- Ambulatory care
- Critical care
- Emergency care
- Mental health
- Polytrauma
- Rehabilitation
- Specialty services

Come meet our extraordinary patients ... they'll show you why a VA career is so rewarding.

If you've ever mingled with a group of Veterans, you've witnessed the special camaraderie they share with one another. That bond extends to our nursing staff. From injured active-duty personnel to Veterans of all ages, our patients rely on dedicated VA medical professionals to help them live healthy, fulfilling lives.

As a result, the entire VA care team receives the deepest appreciation from the many brave, grateful individuals who have served our Nation.

Lifetime of learning.

To help you advance your career as you address the needs of America's Veterans, VA provides robust continuing-education opportunities and exceptional programs for training and leadership development, such as:

- **VA Learning Opportunities Residency (VALOR):**
The VALOR program allows outstanding students who have completed the final semester or quarter of their junior year in an accredited baccalaureate-nursing program to participate in a paid work experience with a preceptor at an approved VA health care facility.
- **National Nursing Education Initiative (NNEI):**
The NNEI scholarship is awarded to permanent full- and part-time registered nurses who have worked for VA for at least one year to cover tuition costs and related educational expenses for courses in which they are currently enrolled.

- **Employee Incentive Scholarship Program:** This program provides VA nurses with scholarships to further their education and obtain degrees qualifying them for health care positions for which recruitment and retention is difficult.



Did you know? VHA...
Leads the way in pioneering research such as medical pathways for polytraumas

When you provide the best care, you deserve the best benefits.

In return for helping VHA provide the best possible care for America's Veterans, you'll get an extensive bundle of employee benefits.

- Paid vacation/personal time, paid sick leave (no limit on accumulation), and 10 paid Federal holidays. Vacation time begins to accrue immediately on your start date.
- Voluntary Leave Transfer Program allows you to receive donated days off from other employees in times of medical emergencies.
- Group health insurance plans, including dental, vision, and long-term care, with the majority of premiums paid by the Federal Government. Insurance may become effective as soon as the first, full pay period after beginning duty.
- Term life insurance, with family and additional coverage options available.
- Health care and dependent care Flexible Spending Accounts.

Work anywhere—and take your benefits with you.

Mobility is one of the great advantages of being part of VHA. You can work in any of our advanced facilities in all 50 states, the District of Columbia, Puerto Rico, Guam, American Samoa, and the Philippines. Best of all: when you transfer to a location where there is an available position, you won't lose any benefits, vacation accrual, or—in most cases—your current salary rate. Some VHA facilities are even authorized to pay relocation if there is a high need to fill a position.

Whether you want to enjoy living by the beach, near the countryside, or in a bustling metropolis, chances are you'll find a VHA facility nearby.

- The Federal Employees' Retirement System (FERS): a three-tier retirement plan composed of Social Security, FERS basic benefits, and the Thrift Savings Plan (TSP).
- Tuition reimbursement for full-time VHA employees if funding allows.

Perks at VHA facilities.

- A smoke/drug-free workplace
- Child care at some locations
- A child care subsidy program
- Free parking at most locations
- Transit subsidy programs at most locations
- Workforce and leadership development programs
- Credit unions
- Dining options and a tax-free retail store

To learn more about VHA career opportunities, visit VAcareers.va.gov or call (844) 456-5208.

Did you know? VHA...

Is the largest employer of nurses in the Nation, with more than 90,000 RNs, LPNs/LVNs, and nursing assistants





Join us in helping those who have helped our country.

Apply today and discover the kind of immense personal fulfillment that can only come from working with our Nation's Veterans.

VAcareers.va.gov | (844) 456-5208 | VAcareers@va.gov

Veterans looking for career assistance outside VA can visit www.vets.gov or www.fedshirevets.gov.

VA



U.S. Department of Veterans Affairs

Veterans Health Administration

“To care for him who shall have borne the battle and for his widow, and his orphan.”

— Abraham Lincoln

These words became the motto of the Department of Veterans Affairs, and they are inscribed on the front of our headquarters.



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